

Annex 1

SELECTION CRITERIA FOR POSITIONS OF ASSISTANT DIRECTOR

Maximum marks: 200
Pass mark: 120

1. Intellectual ability	50
- Ability to think strategically	25
- Analytical ability and sequential thinking	25
2. Leadership skills	50
- Ability to lead, supervise and motivate staff	20
- Initiative and ability to set objectives and deliver results	15
- Personal integrity and ethical commitment	15
3. Management skills	30
- Knowledge of basic management procedures and practices	15
- Ability to negotiate with and influence others	15
4. Position-related requirements	40
- Knowledge and Experience relevant to the position	20
- Qualifications relevant to the position	20
5. Other Skills requirements	30
- Interpersonal and Organisational Skills	15
- Suitability for the position	15